



Job Title: Wildlife Discipline Lead
Employment: Full-Time / Permanent
Location: Calgary, Alberta

If you're passionate about your work, thrive in a collaborative and values-driven culture, and are committed to delivering exceptional client experiences, this role may be for you!

About AJM Environmental:

AJM Environmental provides wildlife, aquatics, wetland, vegetation, and geospatial & data services in support of responsible development. Our work spans pre-development assessments, regulatory approvals, and environmental monitoring, with a focus on delivering fit-for-purpose solutions that simplify environmental and regulatory challenges while balancing economic activity and environmental stewardship. We are committed to delivering meaningful, high-value outcomes for our clients.

AJM offers a fast-paced, flexible work environment with a high degree of autonomy. Our strong culture is consistently identified by our team as a key reason people choose to work - and stay - at AJM. We are an equal opportunity employer and value the diverse perspectives that drive innovation, creativity, and effective problem-solving. Safety is foundational to everything we do.

Position Overview:

This posting is for a **Wildlife Discipline Lead** who will play a key leadership role within AJM's growing environmental consulting practice. This role combines senior technical expertise, people leadership, and strategic influence over the direction of AJM's wildlife services.

The successful candidate will be responsible for leading, managing and evolving AJM's wildlife discipline while remaining actively involved in project delivery and select field programs - from rattlesnakes and bears to caribou and other species at risk!

AJM wildlife projects span a wide range of sectors including energy (upstream and midstream), mining, government agencies, NGOs / non-profits, and other land-use driven developments.

Collaboration across AJM's biophysical disciplines (wetlands, aquatics, vegetation, regulatory, and geospatial & data) is an important component of this role, supporting integrated project delivery and shared learning.

You'll Thrive Here If You're Motivated By:

- A fast-paced and dynamic consulting environment;
- Being part of a growing company where individual efforts are recognized;
- Leading and mentoring others while staying connected to the work;
- Opportunities to influence work beyond a narrow technical scope and learn about a variety of aspects of the environmental industry; and
- A strong and supportive team culture grounded in trust, accountability, hard work and fun!



Roles & Responsibilities:

Technical Leadership & Project Delivery

- Full-scale project management including budgeting, scheduling, accurate invoicing, field execution, issue management, and delivery of high-quality final products;
- Provide senior technical oversight and review of wildlife assessments, mitigation strategies, and monitoring programs;
- Analyze and interpret field data to develop defensible management, mitigation, and monitoring recommendations;
- Prepare clear, concise, and technically robust reports, applications, and correspondence for clients and regulators;
- Develop regulatory applications and act as a liaison between clients and regulators when required;
- Support proposal development, scope definition, and pricing for wildlife-related work.

Discipline & People Leadership

- Lead AJM's Wildlife discipline, including technical standards, best practices, and continuous improvement initiatives;
- Mentor, coach, and support Intermediate and Junior staff in technical, professional, and business skill development;
- Contribute to resource planning, workload forecasting, and discipline-specific growth strategies;
- Act as a cultural and safety role model, reinforcing AJM's core values across teams and projects.

Field & Client Engagement

- Although predominantly office-based, maintain the ability and willingness to conduct wildlife field assessments when required, ensuring safe, efficient, and technically defensible practices;
- Build and maintain strong, trusted client relationships through high-quality work and responsive service;
- Actively contribute to business development through client engagement, opportunity identification, and proposal support;
- Represent AJM externally through client meetings, conferences, and industry forums as appropriate;
- Work independently, and occasionally outside of standard office hours, to meet project deadlines and client needs.

Skills & Qualifications:

- B.Sc. in Biology, Ecology, Environmental Science, or related discipline;
- Registered, or eligible for registration, as a Professional Biologist in Alberta and/or BC (P.Biol and/or R.P. Bio);
- 10+ years of progressive environmental consulting experience, with demonstrated leadership responsibilities;



- Strong technical expertise in wildlife assessments, mitigation, monitoring, and regulatory processes;
- Demonstrated experience mentoring staff and leading teams in a consulting environment;
- A self-starter who thrives in a demanding environment working both independently and as part of a collaborative team
- Strong communication and technical writing skills and ability to communicate effectively with clients, regulators, and internal teams;
- Great organizational skills with the ability to manage competing priorities and ambiguity;
- Enthusiasm and willingness to go the extra mile, and a commitment to developing your career at AJM;
- A strong track record of fostering and maintaining a positive health and safety culture;
- Comfortable learning and using new technology to improve efficiency and outcomes (and having fun while doing so!);
- Willingness to get hands dirty and participate in fieldwork when required;
- Valid class 5 driver's license, clean driving record, and minimum 3 years auto insurance history;
- An entrepreneurial mindset with a desire to help grow and shape a technical discipline;
- A natural collaborator and cultural ambassador who models AJM's values in all aspects of the role!

Safety Requirement:

This role is considered safety-sensitive and will require the submission of a driver's abstract and claims experience letter, as well as the successful completion of drug screenings at various times during employment.

Interested in Joining AJM?

If this role sounds like a strong fit, we would love to hear from you! Please submit your resume and cover letter to the link below and let us know why you're a great match for this position.

<https://ajmenvironmental.bamboohr.com/careers/47?source=aWQ9MTc%3D>

This position will remain open until ideal candidates are found. We appreciate all applications received; however, only those selected for an interview will be contacted.

Thanks for your interest!

To learn more about AJM Environmental, please visit: <https://ajmenv.com/>